



## Ethnic And Gender Labor Experimental Studies (EAGLES) over discrimination

PRIN2022 PNRR

FINAL WORKSHOP

January, 22-24

University of Messina,  
Department of Economics  
Aula Magna 2

### 22 JANUARY

#### INTERNAL MEETING

(closed session – PRIN units and invited guests only).

**16:00** | Wrap-up and planning of future collaborations

**20:30** | Social Dinner

### 23 JANUARY

#### FINAL CONFERENCE (OPEN SESSION)

**09:00** | Welcome and registration

**09:30** | Institutional greetings

**Gustavo Barresi**, Director, Department of Economics, University of Messina

**Marcello Chiodi**, President, *Italian Statistical Society (SIS)*

**Venera Tomaselli**, Vice President, *Italian Society of Economics, Demography and Statistics (SIEDS)*

**Manuela Stranges**, Board Member, *Italian Association for Population Studies (AISP)* and Coordinator of the *UNICAL Research Unit*

**Maria Gabriella Campolo** (Chair), Principal Investigator, *PRIN 2022 PNRR EAGLES*, University of Messina (UNIME)

**10:00** | Session 1

**Gendered discrimination in labour markets: From hiring processes to wage outcomes.** Chair: Antonia Cava

**Eva Zschrnt** – University of Amsterdam

*Is there (gendered) discrimination against parents in the hiring process? A meta-analysis of correspondence studies (with I.M. Habicht, J. Daikeler)*

**Alessandra Trimarchi** - University of Messina

*Gender differences in wage assignment: The role of recruiters in a vignette experiment (with G. Busetta, M.G. Campolo)*

**Debora Maria Pizzimenti** - University of Messina

*Workplace discrimination and non-reproductive choices: A study on the r/childfree community (with M.G. Campolo, A. Cava)*

**Elena Iakimova** - University of Calabria

*The gender wage gap in Italy: Evidence from ISFOL PLUS 2016–2021 (with M. Stranges)*

**11:30** | Coffee break

**12:00** | Session 2

**Advancing the study of labour market discrimination: Experimental, qualitative, and algorithmic perspectives.** Chair: Massimo Mucciardi

**Knut Petzold** – Zittau/Görlitz University of Applied Sciences

*How do German employers rate international university graduates? Results of a factorial survey experiment*

**Louise Devos** – Ghent University

*Ethnocultural identity and hiring decisions: The role of social desirability and employer bias*

**Giovanna Vingelli** - University of Calabria

*Working more, being less: Structural discrimination, racialised labour and institutional invisibility in migrants' narratives*

**Orietta Nicolis** - University of Messina

*AI and discrimination in the labour market (with G. Busetta, M.G. Campolo)*

**13:30** | Light lunch

**14:30** | Session 3

**Discrimination in access to employment: Evidence, dynamics, and policy responses in Europe.** Chair: Marcantonio Caltabiano

**Elena Iakimova** - University of Calabria

*The perceived discrimination of migrants in access to employment in Europe (with F. Condino, M. Stranges)*

**Giovanni Busetta** - University of Messina

*From evidence to action: A systematic review of policies tackling labour market discrimination (2020–2025) (with M.G. Campolo, A. De Pascale, D.M. Pizzimenti)*

**Louis Lippens** – Ghent University

*The cyclicalities of hiring discrimination*

**Jeremy Kuhnle** – University of Lausanne

*Same scar, different outcomes? The effect of unemployment on hiring discrimination: Evidence from a cross-national correspondence study in Europe (with V. Di Stasio, V. Lachkovska, S. Steinmetz)*

**16:00** | Coffee break

**16:30** | Roundtable\*

**Addressing discrimination: Welfare, labour, and integration in changing societies**

Moderator: **Rachele Gerace**, Journalist

Panellists: **Gustavo De Santis** (University of Florence), **Andrea Nucita** (University of Messina), **Stefania Radici** (Cgil)

\*The roundtable will be held in Italian

**21:00** | Social dinner

(closed session – PRIN units and invited guests only)

### 24 JANUARY

#### FINAL PROJECT MEETING

(closed session – PRIN units and invited guests only)

**10:00** | Wrap-up of project activities and planning of future collaborations

**12:30** | Light lunch

**14:00** | “Discovering Messina and its surroundings” social / cultural activity and dinner

**Scientific Committee:** MG Campolo, G Busetta, A Cava, A Di Pino Incognito, DM Pizzimenti, M Stranges, A Trimarchi

**Organising Committee:** MG Campolo, G Busetta, A Cava, F Condino, A De Pascale, A Di Pino Incognito, E Iakimova, O Nicolis, DM Pizzimenti, R Staglianò, M Stranges, A Trimarchi, G Vingelli

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E STATISTICA

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Project website: <https://portale2.unime.it/eagles/>

Conference website: <https://portale2.unime.it/eagles-finalconference/>

Online participation (MS Teams):

<https://teams.microsoft.com/meet/39011134192270?p=i4VcPtvO5KaND0keDK>

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